

Real recognition, real results.

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More than ever, companies today are achieving amazing recognition results. A recent BI WORLDWIDE (BIW) survey revealed encouraging statistics on the success of recognition programmes at Fortune 500 companies. Employees and their managers were measured on their awareness and opinions of the recognition programmes at their respective organisations, as well as their satisfaction with them.

The good news is: Stats like these are just as achievable as they are impressive. Make note of some small changes you could make in your recognition program that would have a big impact.

1. It is easy to give recognition to my peers/employees and colleagues at our company.



How can you achieve results like these?

- Make sure everyone at your company understands how the recognition platform works. A clear, engaging communications plan is vital to building awareness and inspiring participation.
- Choose a platform that is mobile-friendly. Your employees are online and on-the-go; they'll want to use their phones and other smart devices to give and receive recognition.
- Make it easy to recognise someone. Try to design as few steps as possible and make them as simple as you can. You want the act of recognising to be quick and easy enough for employees and managers to do every day.

2. The recognition I give and receive at our company is meaningful.



How can you achieve results like these?

- BIW has developed twelve key aspects of work, called the New Rules of Engagement®, that make employees happy or unhappy and that most powerfully drive performance. Embrace the Seventh Rule:

Don't kill the meaning: *People need to be part of something bigger than just a job and a wage slip. Meaning drives higher performance.*



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And consider how the First Rule — **Get inside their heads** — helps make your recognition personal so it truly resonates with individual employees:

More than ever, great managing is a matter of intense understanding of each individual employee, knowing his or her abilities, aspirations and working style.

- Emphasise the importance of timely recognition. Late recognition can be perceived as an after-thought; prompt recognition signals sincere appreciation and is all the more powerful.

3. My manager tells me when I do a good job.



How can you achieve results like these?

- Manager education is key. Make sure your leaders realise the impact of recognising employees on a regular basis. Employees who are recognized for jobs well done are happier, more productive and more likely to repeat the behaviour for which they are recognised. Share the Ninth Rule:

Magnify their success: *What a company does not recognise, it should not expect to be repeated. Making a big deal of employees' accomplishments ensures the victories will be multiplied.*

- Emphasise the importance of targeted recognition. A random, off-the-cuff "good job" is not as likely to be remembered and appreciated as recognition that addresses a specific behaviour, action, attribute or attitude.

4. Having a culture of recognition is critical to attracting and retaining employees.



How can you achieve results like these?

- Make sure managers truly understand what it means to develop and sustain a culture of recognition – and that their participation is essential to its success.

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- Determine the impact of recognition by measuring both your existing employees and new employees. How important is recognition to your existing employees' job satisfaction and loyalty? How did it affect your new hires' decision to join your company? Then share the good news with your managers.

To learn more about how BI WORLDWIDE's global employee recognition system can deliver real results in your organisation, visit: BIWORLDWIDE.co.uk or email enquiries@eu.BIWORLDWIDE.com.

